Dear APESMA member,

I'm delighted to present your Member Benefits Directory and to thank you for your support of APESMA.

Over many years professionals have come together in APESMA to make a positive difference to their working and professional lives. Whether you are a recent graduate or a mature professional, this Directory will assist you to identify where you can gain greater benefit from your membership.

APESMA membership provides you with complimentary membership to Member Advantage and the Ambassador Card program, giving you unlimited free access to an extensive range of exclusive member services.

APESMA membership is tax deductible and, by making use of your member services, you can save thousands of dollars on your normal annual expenditure. Your support for these services also helps us reduce your membership fees.

It has never been a more important or exciting time to be part of APESMA.

Dario Tomat
National President, APESMA

President’s Message

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Overview

Who is APESMA?

APESMA is proud to be the largest non-profit association for professional employees in Australia.

As a professional association and registered union we are 25,000 members who build, create and lead. Our 5,000 student members are the next generation of professionals.

APESMA represents:

- Engineers
- Scientists
- Managers
- Architects
- IT professionals
- Pharmacists
- Veterinarians
- Environmental professionals
- Surveyors
- Collieries staff
- and many other professionals

Our members play critical roles in servicing the community. APESMA works hard to ensure that you receive the recognition you deserve. Your membership is a valuable part of your working and professional life.

Making a difference

APESMA strives to make a positive difference in members working and professional lives.

Recognition

We ensure that members are recognised for the important services they provide and the contributions they make.

Contribution

We enable members to provide leadership and influence in workplaces, industries and professions and to contribute to the next generation.

Support and information

We support members in their professional and personal lives so that they can contribute to the community.

Value

We provide value and savings for lifestyle and financial needs.

Tell a friend about APESMA and receive $100!

APESMA membership makes a difference. So why keep it to yourself? Help build a stronger and more effective Association by recommending APESMA membership to your colleagues.

And for every new member you recruit to APESMA, you will receive $100*. For more information and online applications, visit the membership section of the APESMA website.

*To receive this benefit, make sure your recruit nominates you on their application form as the member who introduced them to the association. This offer excludes students, and members who reside overseas.
Recognition

Market rates
Find out the latest in professional salaries to get the most from salary negotiations. APESMA is regarded as the leader in providing this service to professionals and to industry.

Major national remuneration surveys are published regularly for:
- Engineers
- IT Professionals
- Scientists
- Pharmacists
- Graduate Engineers

Members can access results of APESMA surveys via the surveys section of the APESMA website.

APESMA also provides advice to members on the prevailing market rates of many other professions.

Employment conditions
Get up to date advice on minimum terms and conditions for professionals.
- Leave provisions
- Hours of work
- Redundancy
- Intellectual property
- Restraint of trade and many more

Professional registration
APESMA supports the registration of professionals and in the case of professional engineers recommends registration on the national professional engineering register. APESMA members benefit from a reduced registration fee. Visit www.nerb.org.au for more information.

Enterprise agreements
We support members across a wide range of industries in negotiating the best outcomes in workplace or enterprise agreements, including advocating on issues that are of particular concern to professionals.

Some of the best constructive relationship agreements take a joint approach to the recruitment, development, contribution and retention of professionals.

We also provide advice on the interpretation of agreements.

Individual contracts
Understand what should be in a professionals employment contract and the implications, rights and responsibilities arising from contract provisions to make informed decisions in negotiations, with job offers and throughout your employment. You can:
- Use our online Guide to Contract Employment in the members only section of the APESMA website
- Email a contract for review
- Speak directly with one of our qualified staff

We can also assist with advice on your negotiations.

Remuneration packaging
Remuneration packaging allows tax effective, flexible benefit arrangements to suit your needs. APESMA publishes the latest information on how to customise your remuneration package and calculate the tax effectiveness of the various remuneration options.

Check out the Remuneration Packaging Guide in the members only section of the APESMA website.

Professional development and standards
Professional development and recognition is an important part of maintaining and updating your skills. APESMA strongly advocates for access to the professional development you need. This includes:
- Driving the introduction and upkeep of relevant external professional standards and competencies
- Gaining professional development and standards clauses in enterprise agreement
- Providing advice on professional development provisions in individual contracts
Contribution

An external voice – media, government and industry

APESMA provides a voice for the professional workforce on important community and public policy issues. Through the association, members advocate to government and industry and, where possible, build alliances and partnerships to assist consolidate communities of interest in support of our goals.

Some examples include:

- ANET – a project initiated by APESMA to address the national shortfall in engineering capacity
- Substantial policy submissions and media coverage on the future of community pharmacy
- Membership of the Federation of Australian Science and Technical Societies (FASTS) assists APESMA to promote the importance of science

APESMA is recognised as an effective influencer of government and industry.

A voice in the workplace – workplace representatives

APESMA workplace representatives provide assistance and support with professional and workplace issues. Workplace representatives build the voice of professionals to influence and make a difference, such as in enterprise bargaining.

If you would like to become a workplace representative please contact your local APESMA office.

A voice through APESMA

APESMA has a range of committees and groups with national, local, professional and special interest focus, including:

- Pharmacists
- Architects
- Managers
- IT professionals
- ANET (Australian National Engineering Taskforce)
- Collieries staff
- Transport staff
- Australian Government staff
- Young professionals
- Professional women’s network
- Climate connectors

If you want like to get involved, please email info@apesma.asn.au

With over 25,000 members, APESMA brings professionals together to provide a strong voice in their workplace, profession and industry.

The next generation

APESMA is promoting your profession and investing in the next generation of graduates. Our student lectures offer information about professional, employment and workplace matters to undergraduates in universities across Australia.

‘APESMA helped me negotiate a $3500 pay increase with my last employer...’
- Zaneta Mascarenhas, B. Eng.
Support and information

Workplace advice/legal support 1300 APESMA (273 762)
A confidential hotline for members with workplace issues or queries is available to give you the support you need, when you need it.

Whether it is an employment contract, salary, redundancy, performance, terms and conditions, dignity at work or other issues our experienced industrial relations and legal team are there to help.

Our team can negotiate, advocate and take actions on behalf of members on appropriate workplace matters.

Information
Information services available to members include:
- Our website www.apesma.asn.au including our members only section with specific resources for you
- E-News our fortnightly email newsletters
- Professional Network – our journal, mailed to all members five times each year

Member seminars
Seminars are free to members and are held regularly in capital cities. Topics may include:
- Workplace skills, such as improving your salary, negotiation and presentation skills
- Workplace rights and obligations
- Financial planning, investment and taxation

Upcoming events are listed in the members only section of the APESMA website and are advertised in the APESMA e-News.

Career support
APESMA partners with you throughout your career. Our online resources and expert Career Coaches can help you to effectively and proactively manage your professional life.
- Online Career development workbook
- Online resume builder
- The Professional Career Guide CD-Rom (mailed to students and recent graduates)
- Resume reviews – email your resume to careers@apesma.asn.au for feedback
- Mock interviews with feedback*
- Career planning assessment tools*
- Skills inventory*

*fee based services offering a member discount

‘I know I always have the support of a professional organisation and professional union behind me...’
- Dr. Chris Embery, PhD (App. Sci.)

Self employment
Connect, our special interest group for the self-employed, provides information and support to assist you to establish your own business.
This includes:
- Information
- Mentoring and
- An annual scholarships program

Register with Connect on the APESMA website

APESMA’s ETM Placements also provides members with contract management services (see over).
Employment opportunities

Student and graduate jobs update

The APESMA Student and Graduate Jobs Update contains a listing of relevant graduate, student and vacation employment opportunities from across Australia.

It is emailed to students and recent graduates as a part of the fortnightly e-News.

ETM Placements

APESMA’s own recruitment agency, ETM, specialises in placing engineers across Australia. ETM is on various government and industry panels as an approved provider of recruitment services. Our clients cover major organisations from both the public and private sectors.

In registering your CV with ETM you will receive support in your next career move. We can:

- Ensure that you receive automatic notification of relevant opportunities
- Help you access the hidden job market for roles not advertised in the mainstream media
- Contact you discretely to discuss roles for which you are identified during our candidate searches

Current career opportunities can be viewed on the ETM website.

ETM contracting and consulting

ETM is a provider of contractors and consultants to a wide range of organisations throughout Australia.

ETM offers all members:

- A contract management service with competitive rates and a 2% discount for APESMA members
- Cover for professional indemnity, public liability and Workcover with no run-off period upon cessation of the contract
- A completely transparent Contractor Calculation Sheet that shows exactly where your money is going

'"I am a 60 year old Civil Engineer who has been associated with ETM consulting for the past 3 years. They have been active in finding work for me at this stage of my career and have negotiated very reasonable contract rates...’

- Joe Cusmano, Masters (Eng. Sci.)

We are always interested in talking to self-motivated professionals who are looking to extend their careers or just enjoy the freedom of short-term work through contracting or consulting. To find out more information about this contract management service, call ETM today.
Training and education

Chifley Business School, an initiative of APESMA, is one of the longest-running and most successful independent higher education institutions and registered training organisations in Australia.

Our programs include:

- The Chifley MBA (Technology Management) and related postgraduate programs
- Nationally accredited certificate and diploma programs
- Short courses

MBA

Chifley post-graduate qualifications enable professionals in engineering, science and technology to progress into management. The distance education experience is flexible to meet the needs of working professionals.

Chifley’s MBA boasts an alumni of over 10,000 national and international graduates from a range of industries.

APESMA members are entitled to a saving of $240 on the enrolment fee per unit.

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Chifley certificate and diploma courses

Aligned with the Australian Qualifications Framework, Chifley’s online certificate and diploma programs are nationally recognised. Delivered online, Chifley’s certificate and diploma programs will equip you with practical skills and valuable management tools to help you meet everyday demands and challenges in your workplace.

- Certificate IV in Frontline Management
- Diploma of Management
- Diploma of Project Management

APESMA members save $100 per module.

Short courses

Chifley offers practical and relevant short courses in partnership with the best in the industry to give you the essential skills that can be immediately applied in your workplace. We partner with Franklin Covey to deliver their time management and leadership short courses and the National Association of Testing Authorities (NATA) to offer their Internal Audits short course.

APESMA members gain a discount on each short course.
Check the Chifley website for details.

‘The MBA—Technology Management provided me with the ability to reason on technical issues from a multi-dimensional position. I’d recommend it to anyone seeking a solid MBA from a reputable institution...’

- Reece Lumsden, MBA (Techn. Mgt.)
Value

Member Benefits
Your APESMA membership card comes with complimentary membership to both Member Advantage and the Ambassador Card programs, giving you unlimited free access to an extensive range of exclusive member services.

By using your member benefits you can recoup the cost of your membership many times over.

Dining and entertainment benefits

Dining
Enjoy two for one dining, or percentage discounts off the total bill every time you dine at any of the participating restaurants, cafés, pubs and bistros throughout Australia and NZ. Present your APESMA membership card displaying the Ambassador Card logo to obtain your discount.

Food and Wine Experiences
Save 20% off superb food and exclusive wine experiences. Packaged and home delivered in a range of ready to use hampers.

Premium Wines Online
5% discount on premium wines purchased online.

Movie Tickets
Pre-purchased movie tickets - Adults $11 and Children $8. Village, Greater Union, Birch Carroll & Coyle, Hoyts and Readings Cinemas.

Theme Parks
Pre-purchased tickets - up to 15% off at Seaworld, Movieworld, Dreamworld, Whitewater World and Wet ‘n’ Wild Water World.

Entertainment and Leisure
Fantastic savings on pre-purchased tickets, two for one offers or discounted entry attractions on many leisure activities, attractions and entertainment venues around Australia and NZ.

Aquariums
Access savings on pre-purchased aquarium tickets.

AMF Bowling
Save 20% off two games and shoe hire at any AMF Bowling Centre across Australia and New Zealand.

Box Office
Enjoy discounted tickets to concerts, sporting events and festivals.

Golf
Save on green fees at a wide arrange of Golf courses. Mention the Ambassador Card when booking over the phone and show your APESMA membership card on arrival.

Red Balloon
Choose from over 2,500 unique lifestyle experiences and save $30 when you spend $129 or more. An ideal gift for that special someone.
Financial and wealth benefits

APESMA / American Express® Platinum Credit Card
- Preferential annual Card fee of $295 (save $100)
- One Qantas domestic Economy return flight every year between selected Australian capital cities
- Complimentary enrolment in Membership Rewards Ascent (save $80 p.a.)
- Earn 1.5 Membership Rewards points for every dollar you spend up to $100,000 p.a. and 1 point thereafter

APESMA / American Express® Gold Credit Card
- No annual Card fee for the life of the Card (save $70 p.a.)
- Automatic enrolment in Membership Rewards Ascent (save $80 p.a.)
- Supplementary Cards with no annual Card fee (save $20 p.a.)

APESMA AMP Banking Affinity Banking Solutions
No annual fees (save $350 p.a.) plus significant Home Loan interest rate discounts.

Financial Planning
Discounted financial planning advice and plans. First interview free.

Novated Car Leasing
Access to competitive Novated Car Lease finance.

Superannuation
APESMA emphasises its commitment to members by establishing a superannuation fund that provides significant fee discounts, generous insurance arrangements, numerous fund choices and access to general financial advice.

The fund is open to all APESMA members, their spouses and their professional associates. The fund can be used by self-employed individuals, employees, companies and those looking to rollover.

Sharebroking
Competitive brokerage rates and advice.

Insurance services

Health Insurance
Access a 5% discount off current health insurance products through APESMA Health underwritten by HCF.

APESMA Insurance
- Professional Indemnity
- Public Liability
- Income Protection
- Life & Critical Illness
- Trauma & TPD
- Motor Vehicle
- Home & contents
- Travel

ING Direct Insurance
Access to quality direct insurances including Life, Critical Illness & Income Protection - no time-consuming medicals, no intrusive health questions and the application is simple and quick.

As a member, I make use of the many member services, including the Amex credit card and insurances...

- Lara Mottee, B. Sci. (Comms)
Travel and lifestyle benefits

Qantas Club Airline Lounge Membership
Enjoy exclusive airline lounge membership at corporate rates.

The Lounge Virgin Blue
Enjoy exclusive Virgin Blue’s airline lounge membership offer.

Europcar
Exclusive car rental rates in Australia and NZ, including automatic reduced excess (damage liability fee).

ACE Travel Insurance
Choose from three products including an annual cover from $120.

Hotel Club
Save up to 10-15% off accommodation at over 48,000 properties worldwide.

Best Western
Get 10% off the Best Available Rate at any Best Western location across Australia and New Zealand. Call Best Western Central Reservations on 131 779 and quote Corporate ID #01340340.

Personal Training
Get into shape with five complimentary start-up sessions obligation free through New Level Personal Training.

Shopping benefits

Groceries and Petrol
Save up to 5% off Gift Cards pre-purchased through The Ambassador Card.
- Coles Gift Cards – save on groceries and petrol
- WISH Gift Cards from Woolworths – save on groceries, petrol, liquor and more

Car Buying Service
Save up to 15% off dealer price on your next vehicle purchase.

Union Shopper
Access savings on electrical, cameras and white goods.

Magazine Subscriptions with iSubscribe
Receive an 8% discount off already reduced prices on over 2,000 magazine subscriptions.

Online store
Discounts on online shopping.

APESMA Online Bookshop
Receive an exclusive 20% saving off all professional and trade books and CD ROM products purchased through the Wiley Australia website.
Green services

Eco Online Store
Save 10% on over 3,000 recyclable, health friendly, organic, ecologically responsible and energy saving products.

Greenbizcheck Home and Business Assessments
Save on Greenbizcheck Home and Business Assessments, including free home assessments normally valued at $29!

Hybrid Cars
Save up to 15% off the dealer price on hybrid cars through Private Fleet - the largest independent car buying group in Australia.

Green Magazine Subscriptions
Subscribe to your favourite green lifestyle magazine and receive an 8% discount off the listed price.

APESMA membership - thumbs up!
At a cost of around $7 per week* it’s excellent value.

<table>
<thead>
<tr>
<th>Our Services</th>
<th>Your APESMA Benefit</th>
<th>Your Savings $5 p.a.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Groceries and petrol</td>
<td>5% off your weekly bills</td>
<td>$1,040.00</td>
</tr>
<tr>
<td>Private health insurance</td>
<td>5% discount on current health products</td>
<td>$285.60</td>
</tr>
<tr>
<td>Gold Credit Card</td>
<td>Save on fees and extra benefits</td>
<td>$190.00</td>
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<tr>
<td>Qantas Club</td>
<td>Save with corporate rates</td>
<td>$255.00</td>
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<tr>
<td>Movie Tickets</td>
<td>Save on adult and concession tickets</td>
<td>$264.00</td>
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<tr>
<td>Magazine subscriptions</td>
<td>8% off already reduced prices</td>
<td>$150.10</td>
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<tr>
<td>and much more</td>
<td>Enjoy savings on services all year round</td>
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<tr>
<td>Total saving</td>
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<td>$2,184.70+</td>
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*Assumes full fee, earning over $85k p.a. and a marginal tax rate of 39.5%.
Disclaimer: Details of products and services described herein were, to the best of APESMA’s knowledge, correct at the time of publication. APESMA can bear no responsibility for any variations which may have occurred inadvertently or occur subsequently. 17th edition, 1 April 2010.